



2017 GENDER PAY GAP REPORT

OUR
INCREDIBLE
DIFFERENCES

ODEON[®]



WELCOME

The 2017 Gender Pay Gap report for “ODEON UK” (a combination of ODEON Cinemas Ltd and United Cinemas International (UK) Ltd), outlines our progress to date in reducing the gender pay gap and our ongoing commitments to equality, diversity and inclusion.

We have published individual separate reports for ODEON Cinemas Ltd and United Cinemas International (UK) Ltd on the UK Gender Pay website and at the end of this report. We have also produced combined figures to represent our UK team as a whole.

Our colleagues tell us ODEON UK is a great place to work, and we've made it our business to develop ways of working that promote a culture of fairness and equality across all levels of our organisation, with clear opportunities for progression and development.

We're committed to reducing the gender pay gap, and since 2014 we've made good progress in tracking and monitoring pay and performance across our organisation to ensure that we pay equally for equivalent roles.

This is reflected in our results. We are pleased to report that ODEON UK has a median gender pay gap of 3.4% which is considerably lower than the national average. However, we recognise that there is still room for further improvement and this is reflected in our commitments.

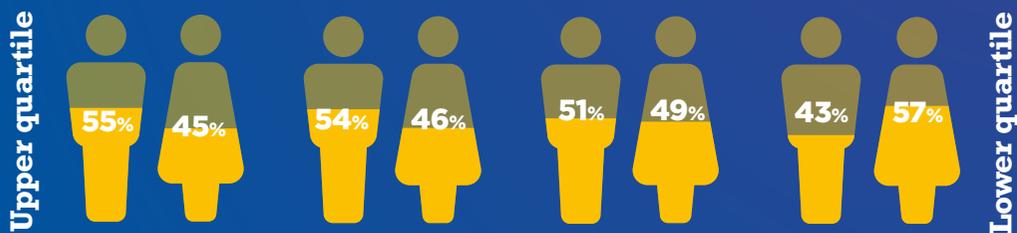
We celebrate the range of unique qualities and abilities that our people bring to work. For example, in 2017 we launched a specific programme to promote inclusion across our Group, called **“Our Incredible Differences”**. Our commitment to inclusion and diversity is matched by our determination to tackle differentiation where we find it.

OUR 2017 COMBINED RESULTS FOR "ODEON UK"

We aim to pay the same rates for the same jobs. In 2017 the pay gap for all our colleagues was **9.1% (mean)** and **3.4% (median)**.

Although there is little pay difference in our lower pay quartiles, the difference is greater in the upper quartiles. This is because there are proportionately more men in the senior roles.

This is also reflected in our bonus pay gap. Despite a fairly even number of men and women receiving a bonus (53% men and 50% women) in our organisation; the bonuses awarded to women tend to be lower because of the nature of their roles.



Proportion of male & female colleagues in each pay quartile. Each quartile contains approximately 1400 employees.

Gender pay and bonus gap

Pay – Hourly rate

Difference between men & women

9.1 % Mean **3.4 %** Median

Bonus pay

Difference between men & women

69.8 % Mean **16.7 %** Median

The same is reflected in the reports for our individual entities: ODEON Cinemas Ltd and United Cinemas International (UK) Ltd. The specific data is slightly different but the trends are the same.

Our biggest opportunity to close these gaps is through encouraging and promoting more women in our business. This work is underway and we are already achieving positive results.



OUR COMMITMENTS

Since 2015 we've made significant improvements in relation to career development opportunities, learning and development, and we have worked hard to understand and are seeking to address barriers to career progression.

We continually invite feedback from our colleagues. We combine all their ideas and data to implement change programmes that support our people to progress their careers and make the most of every opportunity in our egalitarian culture.

Building on our existing policies of flexible working and parental leave, we have recently introduced:

'Our Talent promises' policy to ensure equal access to career opportunities; and

'Our Incredible Differences' programme to promote diversity and inclusion. In 2017 we're focusing on identifying barriers to career progression and actions we can take to address them.

Our long term aim is to achieve a more even distribution of men and women within different types of roles in our Group. We are confident that as we make progress towards this, our gender pay and bonus gap will reduce further.

We are pleased to provide information in line with UK Government requirements that is accurate as at 5 April 2017, and we look forward to reporting further progress next year.

Mark Way

MD ODEON Cinemas Group
March 2018

APPENDIX

FIGURES SPLIT BY LEGAL EMPLOYING ENTITY

ODEON Cinemas Ltd

Difference between male and female

| | Mean | Median |
|--------------------|--------------|--------------|
| Hourly rate of pay | 12.5% | 0.8% |
| Bonus pay | 52.3% | 81.2% |

Proportion of Employees receiving Bonus Payment

| | | | |
|------|--------------|--------|--------------|
| Male | 45.1% | Female | 37.6% |
|------|--------------|--------|--------------|

Pay Quartiles

| | Male | Female |
|-----------------------|------------|------------|
| Upper Quartile | 58% | 42% |
| Upper middle Quartile | 46% | 54% |
| Lower-middle Quartile | 52% | 48% |
| Lower Quartile | 42% | 58% |

United Cinemas International (UK)

Difference between male and female

| | Mean | Median |
|--------------------|--------------|--------------|
| Hourly rate of pay | 8.1% | 3.9% |
| Bonus pay | 73.6% | 20.0% |

Proportion of Employees receiving Bonus Payment

| | | | |
|------|--------------|--------|--------------|
| Male | 55.9% | Female | 53.9% |
|------|--------------|--------|--------------|

Pay Quartiles

| | Male | Female |
|-----------------------|------------|------------|
| Upper Quartile | 55% | 45% |
| Upper middle Quartile | 54% | 46% |
| Lower-middle Quartile | 52% | 48% |
| Lower Quartile | 43% | 57% |